



Equal Opportunity Employer

EMPLOYMENT INFORMATION

CATEGORY: PERSONNEL

NUMBER: P1-20

POLICY

Campbell Children's School values diversity in our workforce, as well as in our clients and other stakeholders. Campbell Children's School is committed to the principle of equal employment for all employees and is dedicated to fostering and promoting a working environment free of harassment and discrimination and all-encompassing of diversity, inclusivity and accessibility, regardless of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, sex (including pregnancy and breastfeeding), and sexual orientation¹.

While remaining alert and sensitive to the issues of fair and equitable treatment for all, employment equity is an imperative element in building a diverse workforce at Campbell Children's School. There is special concern with the participation and advancement of members of the four designated groups that have traditionally been disadvantaged in employment: women, Aboriginal peoples, persons with disabilities and members of visible minorities².

The School will take steps to eliminate the different and negative treatment of individuals or groups, protected under the Ontario *Human Rights Code*, 1962 and the *Employment Equity Act*, 1993.

DATE: March, 2022

¹Ontario *Human Rights Code*, 1962

²*Employment Equity Act*, 1995